

EXHIBIT 24

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13 Adobe Systems Inc.

14 UNITED STATES DISTRICT COURT
15
16 NORTHERN DISTRICT OF CALIFORNIA, SAN JOSE DIVISION
17

18 IN RE: HIGH-TECH EMPLOYEE
19 ANTITRUST LITIGATION

20 THIS DOCUMENT RELATES TO:
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22 ALL ACTIONS
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Master Docket No. 11-CV-2509-LHK

**DECLARATION OF ROSEMARY
ARRIADA-KEIPER OF ADOBE
SYSTEMS INC. IN SUPPORT OF
DEFENDANTS' OPPOSITION TO
PLAINTIFFS' MOTION FOR CLASS
CERTIFICATION**

Date Consolidated Amended Compl. Filed:
September 13, 2011

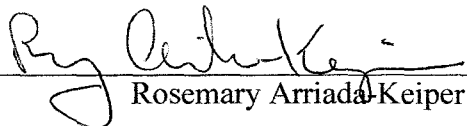
1 I, Rosemary Arriada-Keiper, declare as follows:

2 1. My employment at Adobe Systems Inc. ("Adobe") began in 1998 as a
3 compensation analyst in the finance organization. I subsequently moved laterally to become a
4 compensation analyst in the Human Resources ("HR") group, and then was promoted to senior
5 analyst. In June 2006, I became the Senior Manager of Global Compensation, overseeing the
6 compensation team. In June 2010, I assumed my current role as the Director of Global Benefits
7 & HR Shared Services at Adobe.

8 2. Based on my years of experience working in, and subsequently managing, the
9 compensation team, I have personal knowledge of Adobe's compensation practices, policies, and
10 strategies from 1998 to 2010.

11 3. I am informed that the relevant time period for this case is between January 1,
12 2005 and December 31, 2009 (the "Class Period"). I have reviewed the Declaration of Donna
13 Morris of Adobe Systems Inc. in Support of Defendants' Opposition to Plaintiffs' Motion for
14 Class Certification. Based on my personal knowledge, the compensation practices, policies, and
15 strategies stated therein are true and correct for the Class Period.

16 I declare under penalty of perjury under the laws of the United States that the foregoing is
17 true and correct. Executed this 9th day of November 2012 in San Jose, California.

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21 By: 
22 Rosemary Arriada-Keiper

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